

# Bespoke Leadership Programmes

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We work with our clients to develop leadership development programmes that create real behaviour change in organizations through engagement, leadership development and the alignment of employee efforts and HR activities to an organization's strategic direction.

Our leadership programmes are underpinned by:

- Working with you to discover the leadership behaviours that are driving effective performance in your organisation and developing strategies to make the pockets of excellence the new 'normal'. We can work with you to make individuals **aware** of their development needs through 360° Reviews or Development Centres or through helping all leaders meet the new requirements together through training and change-management.
- Providing credible **resources** to drive change and support a feeling of efficacy – the *belief* that your leaders can change. This includes our programmes (overleaf), sourcing other relevant components and on-line materials and on-the-job activities.
- **Motivating** leaders to display the new behaviours through the ongoing reinforcement of the new requirements. We can align your own systems or help you implement 360° Reviews, coaching modules, remuneration, manager support and performance management systems to provide continuous feedback and motivation to change.
- Aligning organisational systems and the culture to **support** the demonstration of the new leadership behaviours. This is achieved by linking the programme to business drivers and (HR) systems and processes, such as:
  - Aspiring leaders programmes
  - Leadership induction
  - Leadership selection systems
  - Coaching
  - Succession planning and top talent programmes
  - Recognition and reward systems
  - Engagement or culture surveys
  - Management of poor performing leaders



Change is achieved through partnering with our clients to manage the above factors, monitor progress, and evaluate the impact on the business to ensure the desired change is occurring.

## Who we are

**John Eatwell** (M.A., Chartered Organisational Psychologist, IOD, Psych Society).

John has worked with a number of organisations to define successful leadership and measure Team Leaders through to Executives against these in *Development Centres*, feeding the results and compiling development plans. He has created *Leadership development programmes*, taking individuals from first appointment through the first five years of their leadership journey including induction, transition to management, core leadership and management skills and development of the depth of their knowledge through further study. John runs *Positive Leadership* and *Leaders Coach* courses and supports the implementation of leadership on the job through coaching.



**Pete Cammock** (PhD)

Peter has worked with NZ's top companies on their leadership development over the last 20 years as well as being a key driver of the Public Sector Leadership Development and the Canterbury and Otago Executive MBA Programmes. He has a strong interest in complexity, creativity and positivity in leadership and in the personal foundations of emotionality, character and alignment that underlie effective organizational leadership. Described as "one of the nation's best leadership writers" Peter is the author of two books, "The Dance of Leadership" and "The Spirit of Leadership" and a number of international publications.

**Andrea Gardner** (M.A., Chartered Organisational Psychologist, HRINZ, Psych Society).

Andrea is a seasoned organizational psychologist and human resources practitioner with experience in the public and private sectors. Andrea has particular interest and expertise in the areas of leadership development, culture and engagement, psychometric assessment, staff selection, and HR policy and process. An accomplished facilitator and trainer, Andrea has worked with diverse groups of people in NZ and in far-flung international locations. She adapts her style to suit each industry but has a particular affinity for local and central government, manufacturing and professional services. Andrea is engaging, creative and down to earth. She prides herself on her ability to design and deliver workable, effective and original solutions to organizational challenges.



**Tom Matthews** (B.Sc., M.Ed., Cert. Counselling, Post Grad Dip Business)

Tom's background includes having completed Masters degrees in solution focused counselling, education and postgraduate business leadership. He has spent the last decade studying the field of positive psychology and its applications to individual and organisational change and leadership which has created a solid platform of techniques and experiences to draw on for the coaching work he does. Tom Lectures on leadership at the University of Canterbury. As a lecturer, counsellor, and facilitator, Tom focuses on practical, scientific interventions that enhance wellbeing and resilience, which ultimately open the pathways toward increased human functioning.



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